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Academic Background

Academic Degrees

Ph.D. Kurukshetra University, 2003.

M.B.A. Texas A&M University- Commerce, Commerce, Texas, Business Administration, 2006.

M.A. Delhi School of Economics, Delhi, India, Human Resource and Organizational Development, 1997.

Work Experience

Work Experience

Associate Professor, Texas A&M University- Commerce (September, 2014 - Present), Commerce, Texas.

Assistant Professor (Tenure Track), Texas A&M University- Commerce (August, 2010 - August, 2014), Commerce, Texas.

Instructor, Texas A&M University- Commerce (August, 2007 - August, 2010), Commerce, Texas.

Business Analyst, Target Corporation (January, 2007 - June, 2007), Minneapolis, Minnesota. Worked as a Business Analyst in Target Corporation, Minneapolis.

Reader, DPC- Institute of Management (July, 2004 - July, 2005), Delhi, India.

Lecturer, DPC- Institute of Management (July, 2000 - July, 2004), Delhi, India.

Instructor, Delhi Institute of Heritage Research & Management (July, 1999 - May, 2000), Delhi, India.

On-The- Job Trainee, HCL Technologies Ltd. (December, 1997 - February, 1998), Delhi, India. Worked as On-the-Job Trainee at HCL Technologies, Ltd. in Delhi, India.

Winter Intern, KPMG India (January, 1997 - April, 1997), Delhi, India. Winter internship during my Masters in Human Resource and Organizational Development.

Summer Intern, Gas Authority of India Limited (GAIL) (May, 1996 - July, 1996), Delhi, India. Summer Internship at GAIL during Masters in Human Resource and Organizational Development.

Intellectual Contributions

Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	2	12		14
Articles-in-Progress (All)		5		5
Publications in Refereed Conference Proceedings		2		2
Other Research, Refereed and Publicly Available		3		3

Refereed Articles

Applied or Integrative/application Scholarship

Atinc, G., & Taneja, S. (2018). Why Do Applicants Leave Recruitment Websites Without Submitting and Application? *Journal of Applied Management and Entrepreneurship*, 23 (1).

Taneja, S., Atinc, G., & Pryor, M. G. (2017). Strategic Reorientation in Failing Firms: The CEO Perspective. *Journal of Business Strategies*, 34 (2), 125-144.

Taneja, S., Atinc, G., & Pryor, M. G. (2017). Strategic Reorientation in Failing Firms: The CEO Perspective. *Journal of Business Strategies*, 34 (2), 125-144.

Taneja, S., Sewell, S. S., & Odom, R. Y. (2015). A Culture of Employee Engagement : A Strategic Perspective for Global Managers. *Journal of Business Strategy*, 36 (3), 46-56.

Taneja, S. (2014). Violence in the Workplace: A Strategic Crisis Management Issue. *Journal of Applied Business and Economics*, 16 (1), 32-45.

Taneja, S., Pryor, M. G., & Sewell, S. M. (2014). Strategic Crisis Management: A Basis for Renewal and Stability. *Journal of Management Policy and Practice*, 15 (1), 78-85.

Ford, R., Taneja, S., & Dickson, D. (2014). Introduction to Special Issue: QUIS 13. *Journal of Applied Management and Entrepreneurship*, 19 (3), 1-3.

Taneja, S., & Toombs, L. (2014). Putting a face on small businesses: Visibility, viability, and sustainability the impact of social media on small business mark. *Academy of Marketing Studies Journal*, 18 (1), 249-260.

Pryor, M. G., Taneja, S., & Sewell, S. S. (2013). How Much are Fingers Worth? A case of Safety, Leadership, and Change. *Journal of Business Cases and Applications*, 8, 1-19.

Taneja, S., Pryor, M. G., Humphreys, J. H., & Singleton, L. K.P. (2013). Strategic Management in Conditions of Paradigmatic Chaos: Lessons for Managers. *International Journal of Management*, 30 (1), 112-126.

Taneja, S. (2013). Sustaining Work Schedules: Balancing Work and Leisure. *Academy of Strategic Management Journal*, 12 (2), 113-122.

Taneja, S., Pryor, M. G., & Zhang, L. (2010). Crisis management: a strategic and tactical leadership imperative for organisational sustainability. *International Journal of Sustainable Strategic Management*, 2 (1), 60-73.

Basic or Discovery Scholarship

Taneja, S., Pryor, M. G., & Hayek, M. (2016). Leaping Innovation Barriers to Small Business Longevity. *Journal of Business Strategy*, 37 (3), 44-51.

Hayek, M., & Williams, Jr., W. A. (2015). Effective succession of social entrepreneurs: A stewardship-based model. *Journal of Applied Management and Entrepreneurship*, 20 (2), 93.

Refereed Proceedings

Applied or Integrative/application Scholarship

Taneja, S., Atinc, G., & Pryor, M. G. (2016). Strategic Reorientation in Failing Firms: The CEO Perspective. *Southwest Academy of Management*.

Taneja, S., & Toombs, L. (2014). Putting a Face on Small Business: Visibility, Viability, and Sustainability: The Impact of Social Media on Small Business Marketing. *Sam Houston State International Business Conference*.

Other Research

2017-2018: Taneja, S., *Editorial Message*.

2016-2017: Taneja, S., & Humphreys, J.H., *Editorial Message*. As a co-editor for the Journal of Applied Management and Editorial Message was published in following volumes in 2017:

1. JAME, 22(4)
2. JAME, 22(3)
3. JAME, 22(2)
4. JAME, 22(1)

2016-2017: Humphreys, J. H., & Taneja, S., *Editorial Message*. As an associate editor for JAME in 2016 edited, two

volumes:

1. *JAME*, 21(4)

2. *JAME*, 21(3)

2013-2014: Ford, R. F., Taneja, S., & Dickson, D., *Introduction to Special Issue: QUIS 13*. Served as a Guest Editor for the special issue for *Journal of Applied Management and Entrepreneurship (JAME)*.

Ford, R., Taneja, S. & Dickson, D. (2014). Introduction to Special Issue: QUIS 13. *Journal of Applied Management and Entrepreneurship*.

Working Papers

Taneja, S. & Pryor, M. G. (2019). "Redefining Strategic Management: The Alignment and Implementation Perspective," targeted for *Journal of Business Strategy*.

Pryor, M. G. & Taneja, S. (2018). "Resilience as the Key Leadership Requirement," targeted for *Journal of Organizational Effectiveness: People and Performance*.

Taneja, S. & Pryor, M. G. (2018). "Mary Parker Follett and Lillian Gilbreth: The Marginalization of Management Pioneers," targeted for *International Journal of Business and Society*.

Pryor, M. & Taneja, S. (2018). "When Impact Overcomes Era: The legacy of Mary Parker Follett," targeted for *Management and Organizational History*.

Pryor, M. G. & Taneja, S. (2018). "Management by Co-Existence."

Honors & Awards

Honors/Awards

2016-2017: Global Fellow, Texas A&M University- Commerce. [Type: Honor] [Category: Service-University] [Status: Received]

2016-2017: Best Reviewer in the Track, Southwest Academy of Management. Best Reviewer in the "Research" track at the SWAM at the annual conference in March, 2017 [Type: Award] [Category: Research] [Status: Received]

2016-2017: Invited Visiting Scholar, University of International Business and Economics, Beijing, China. Served as an inviting visiting scholar for the School of Insurance and Economics, UIBE in Beijing, China to teach a summer session in July, 2017. I taught Crisis Management to the undergraduate students.

2015-2016: Best Reviewer in the Track, Southwest Academy of Management. Best Reviewer in the "Research" track at the Southwest Academy of Management (SWAM) on March 9-12, 2016. [Type: Award] [Category: Research] [Status: Received]

2015-2016: Best Paper in the Track, Southwest Academy of Management, FBD. Best Paper in the 'Organization Change and Strategy' track for the paper, Strategic Reorientation in Failing Firms: The CEO Perspective at the SWAM annual conference in March, 2016. [Type: Award] [Category: Research] [Status: Received]

2014-2015: Case Used in Classroom Teaching, Louisiana State University. "Transforming the Texas Plant" case is being utilized in courses at a number of universities, including Louisiana State University and Texas A&M University-Commerce. [Type: Honor] [Category: Teaching-Research] [Status: Nominated]

2014-2015: Top downloads for the Research Article, *Journal of Management History*. One of my article, Henri Fayol, practitioner and theorician- Revered and Reviled was top five downloads from the *Journal of Management History*. In 2013 it was the number one article in terms of downloads. [Type: Honor] [Category: Research] [Status: Nominated]

2012-2013: Junior Faculty Research Award, Texas A&M University-Commerce. Recipient of the 2012 Junior Faculty Research Award presented for outstanding and innovative efforts in scholarly activities. [Type: Award] [Category: Research] [Status: Received]

2012-2013: Student Recognition Award for Teaching Excellence, Texas A&M University- College Station. The Student Recognition Award for Teaching Excellence is an honor bestowed on Faculty by the Texas A&M University Chancellor. [Type: Award] [Category: Teaching] [Status: Received]

Teaching

Courses Taught

MGT 439 BUSINESS STRATEGY

MGT 501 FOUNDATIONS OF MANAGEMENT

Teaching Activities and Efforts toward Continuous Improvement

2017-2018 - Focus Group for Graduates with L-3 Management Cohort Group. Coordinated and conducted Focus group with L-3 graduates in Greenville, Texas.

The main goal of the focus group was to assess the relevance and effectiveness of the MS Management Degree Program in terms of career experience. An ancillary objective of the focus groups was to gather information that could be used to improve the content and delivery of the course and curriculum. Program Assessment Projects.

2017-2018 - MGT 594 Transforming Organizations. MGT 594 (Transforming Organizations) - Students are required to analyze/assess the internal environment of a corporate organization and design and plan the implementation of selected OD interventions. To develop a step-by-step organizational development strategy for potential use in the same organization and understand the dynamics and appreciate the difficulties of change as applied to organizational culture and human behavior. Innovations in Course Content / Presentation.

2017-2018 - MGT 585- Management and Organizational Behavior. MGT 585, Management and Organizational Behavior is a required course to assess the **Leadership** skills for **MS- MGT** students. As an IE Author for MS-MGT, I co-ordinate and assess the *leadership assignment* for MS-MGT students all across the sections and share the results with faculty teaching MGT 585 for their input for continuous improvement for student learning in this area.

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Assurance of Learning - Teaching.

2017-2018 - MS-MGT. As an IE author for MS-MGT, I am responsible for co-ordinating and assessing the program goals- Planning, Organizing, Leading, and Controlling. Involved in data collection, creation and standardization of rubrics, streamlining feedback between learners and faculty to build a culture of continuous improvement.

Program Assessment Projects.

2017-2018 - MGT 585. Assurance of Learning - Teaching.

2017-2018 - MGT 439 Business Strategy. In web-based section, I assign a case study for each live session to increase student engagement and with an objective to develop their analytical and problem solving skills.

I implement the same strategy in face face-to-face class as well. I will have volunteers from the class to lead the case analyses discussion and this helps in engaging students in the class. Innovations in Course Content / Presentation.

2017-2018 - MGT 315 Organizational Behavior. MGT 315, Organizational Behavior course modules are included to provide students with the requisite knowledge and skills as well as the capability to increase student engagement. I teach the course with the help of case studies from the Fortune 500 companies and integrated the theoretical concepts with the real business world applications with an objective to help students to understand the factors that influence how organizations evolve, function, and perform. Innovations in Course Content / Presentation.

2017-2018 - Self Review of Teaching. Self Review for MGT 501, Foundations of Management. The form is attached.

Other Teaching Activities.

2017-2018 - MGT 501. Course (Existing) - Compensated Redesign.

2017-2018 - MGT 594. Innovations in Course Content / Presentation.

2017-2018 - MGT 585. Innovations in Course Content / Presentation.

2016-2017 - Crisis Management Course Taught in UIBE, Beijing, China. Served as an **Invited Visiting Scholar** for the School of Insurance and Economics, the **University of International Business and Economics, (UIBE)**, Beijing, China to teach **Crisis Management** course.

Students were required to select a Chinese organization having to deal with crisis situation and develop a Crisis Management Plan for the organization using a four-stage crisis management process. Course (New) - Creation/Delivery: Conventional.

2016-2017 - MGT 585 Management and Organizational Behavior. MGT 585, Management and Organizational Behavior is a common core course used for assessment for assessing "decision making skills" for the MS and MBA students.

A case is analyzed individually to increase critical thinking, writing, and research abilities of the students. Course modules were included to provide students with the requisite knowledge and skills as well as the capability to increase student engagement. Case study is focused on an organization and integrated the concepts with the real business world with an objective to help students develop their analytical and problem solving skills.

Assurance of Learning - Teaching.

2016-2017 - MGT 585 Management and Organizational Behavior. Research results are routinely integrated into my courses. For example, my article entitled "A Culture of Employee Engagement: A Strategic Perspective for Global Managers" is the basis of class lectures and interactive student discussions in several courses including MGT 585 and MGT 501. This article is published *Journal of Business Strategy*. Another example is the article "Strategic Reorientation in Failing Firms: The CEO Perspective" published in *Journal of Business Strategies*; is focused on strategic and tactical transformative changes through CEO's decisions and actions and how that impacts the future of their respective organizations. It is very helpful in discussing the strategic planning aspect of management.

Other Teaching Activities.

2016-2017 - MGT 501 Foundations of Management. MGT 501 (Foundations of Management) – To understand and comprehend functions and principles of management, the case analyses and application paper are used which focus on planning, organizing, leading and controlling in an organizational context. Each student has to select a company that is headquartered in the Dallas-Ft. Worth area or a company that has a large presence in DFW Using a **Management Concepts lens**, the students have to identify and critically analyze management concepts and functions applicable for company. The main focus of this assignment is to make sure that student are able to comprehend and application of concepts in real business context. As a result of the increased student engagement in the classes, student capabilities were significantly improved.

Course (New) - Creation/Delivery: Online.

2016-2017 - MGT 315 Organizational Behavior. MGT 315, Organizational Behavior course modules are included to provide students with the requisite knowledge and skills as well as the capability to increase student engagement. I teach the course with the help of case studies from the Fortune 500 companies and integrated the theoretical concepts with the real business world applications with an objective to help students to understand the factors that influence how organizations evolve, function, and perform. Innovations in Course Content / Presentation.

Service

Texas A&M University- Commerce

Department Assignments

Chair:

2013-2014 – 2019-2020: Institutional Effectiveness for MS-MGT

2018-2019: Operational Excellence Graduate Certificate

2017-2018: Focus Groups at L-3

2014-2015 – 2017-2018: Curriculum Committee for Department of Management

Faculty Advisor:

2015-2016 – 2019-2020: Curriculum Committee for Department of Management

College Assignments

Assurance of Learning - Institutional Service:

2016-2017 – 2017-2018: Institutional Effectiveness for Graduate Programs

Chair:

2017-2018 – 2019-2020: College of Business Curriculum Committee

University Assignments

Committee Chair:

2017-2018: Graduate Council sub-committee for Curriculum for University

Committee Member:

2017-2018 – 2019-2020: TAMUC Graduate Council
2017-2018: Graduate Council
2015-2016 – 2017-2018: TAMUC Hearing Committee
2013-2014 – 2017-2018: TAMUC International Students Committee
2013-2014 – 2017-2018: TAMUC Academic and Student Affairs Technology Committee

Unassigned

Department Assignments

Chair:

2015-2016 – 2016-2017: Assessment Panel for Ethics
2014-2015 – 2015-2016: Assessment Panel for Global skills for Graduates

Member:

2015-2016: Search Committee for Management Faculty
2015-2016: Assessment Panel for Written Communication for undergraduates
2013-2014: Majors Career Fair

College Assignments

Chair:

2013-2014 – 2014-2015: Assessment Panel for Problem Solving for Undergraduates
2013-2014: College of Business Scholarship Committee

Member:

2013-2014 – 2016-2017: Learning & Teaching Committee
2013-2014 – 2014-2015: Search Committee for Accounting
2012-2013: Undergraduate Academic Appeals Committee

University Assignments

Committee Member:

2013-2014 – 2016-2017: TAMUC Faculty Senate

Service to the Profession

Board Member: PRJ Editorial Review Board

2013-2014 – 2017-2018: Journal of Applied Management and Entrepreneurship (International).

Reviewer - Article / Manuscript

2014-2015 – 2019-2020: Management Decision (International).
2017-2018 – 2018-2019: International Journal of Business and Globalisation (IJBG) of Inderscience Publishers (International).
2017-2018: Journal of Marketing Theory and Practice (International).
2017-2018: Academy of Management (International). Member of Academy of Management since 2015
2016-2017: Baltic Journal of Management (International).
2015-2016 – 2016-2017: Leadership & Organization Development Journal (International).
2015-2016: Management Research Review (International).
2014-2015: Academy of Strategic Management Journal (International).
2013-2014 – 2014-2015: Journal of Technology Management in China (International).
2013-2014 – 2014-2015: Academy of Marketing Studies (International).

2013-2014 – 2014-2015: Journal of Management History (International).

Editor: Academic PRJ

2016-2017 – 2018-2019: Journal of Applied Management and Entrepreneurship (International). February 2016 served as Associate Editor for JAME. Starting Spring 2017, served as co-editor for JAME.

2017-2018: Journal of Applied Management and Entrepreneurship (International). Starting January, 2018 I served as co-editor for the peer review journal, JAME.

Editor: Associate Editor

2016-2017: Journal of Applied Management and Entrepreneurship (International). Starting January 2016, I was invited to serve as Associate Editor for the journal.

Editor: Guest Editor of Journal

2013-2014: Journal of Applied Management and Entrepreneurship (International).

Other Professional Service Activities

2013-2014: Sam Houston State International Business Conference (International). Invited Panelist on the topic of online teaching tools and techniques during International Business Conference in Sam Houston.

Reviewer: Conference Paper

2015-2016 – 2019-2020: Academy of Management (International).

2009-2010 – 2018-2019: Southwest Academy of Management (International).

Community Service

Other Community Service Activities

2018-2019: Dr. Mildred Golden Pryor Community Service Scholarship, Personally funded (and invited others to help fund) a scholarship in the name of Dr. Mildred Golden Pryor who is the first woman from Texas A&M University-Commerce to be honored as a Texas A&M University Systems Regents Professor. Since the Regents Professorship is based on Dr. Pryor's Service (Community, Professional and Institutions) as well as Teaching and Research, I wanted to acknowledge her Regents Professor honor through a Community Service Scholarship in her name.

2015-2016: Contributions to activities and youth camps for Commerce, Texas impoverished youth., Contributions to activities and youth camps for Commerce, Texas impoverished youth who could not otherwise participate in such activities or attend Summer Youth Camps.

Professional Memberships

Academy of Management, 2015- Present

Southwest Academy of Management, 2012- 2017

Personal Professional Development

2018-2019: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2018-2019: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2017-2018: SACSCOC Principles Review, Commerce, Texas.

2017-2018: Quality Assurance and Institutional Effectiveness Workshop, Commerce, Texas.

2017-2018: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2017-2018: Completed internal TAMUC Ethics training, Commerce, Texas.

2017-2018: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2017-2018: Internal TAMUC Training for Creating a Discrimination Free Workplace, Commerce, Texas.

2017-2018: Title IX and System Regulation Training, Commerce, Texas. Facilitated by Rick Olshak, Texas A&M University System.

2017-2018: Sedona Training, Commerce, Texas.

2017-2018: Essentials of MyLeo Online LMS, Commerce, Texas.

2017-2018: D2L Orientation Training, Commerce, Texas.

2016-2017: Effective Hiring Practices, Commerce, Texas. SCORM online training for effective hiring practices.

2016-2017: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2016-2017: Completed internal TAMUC Ethics training, Commerce, Texas.

2016-2017: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2016-2017: Internal TAMUC Training for Creating a Discrimination Free Workplace, Commerce, Texas.

2015-2016: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2015-2016: Completed internal TAMUC Ethics training, Commerce, Texas.

2015-2016: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2015-2016: Internal TAMUC Training for Creating a Discrimination Free Workplace, Commerce, Texas.

2014-2015: COB IE Results/ Plan Writing, Commerce, Texas. The training workshop was facilitated by Marilla Palmer

2014-2015: Academic Program Assessment: Rubrics Workshop, Commerce, Texas.

2014-2015: AACSB Applied Assessment Seminar, Tampa, Florida. Attended AACSB seminar from October 29-30.

2014-2015: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2014-2015: Completed internal TAMUC Ethics training, Commerce, Texas.

2014-2015: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2014-2015: Internal TAMUC Training for Creating a Discrimination Free Workplace, Commerce, Texas.

2013-2014: Responsible Conduct of Research Training, Commerce, Texas. Facilitated by Dr. Bruce Whitney.

2013-2014: Protection of Human Subjects, Commerce, Texas.

2013-2014: Internal TAMUC Training (Accessibility for Electronic Information Resources), Commerce, Texas.

2013-2014: Completed internal TAMUC Ethics training, Commerce, Texas.

2013-2014: Internal TAMUC training (Information Security Awareness), Commerce, Texas.

2013-2014: Internal TAMUC Training for Creating a Discrimination Free Workplace, Commerce, Texas.

Last updated by member on 30-Aug-19 (05:07 PM)